



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Lloyd Memorial High School**

Reviewed By: **Gordon D. Boccock**

Date of Visit: **January 16, 2003**

Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

The forms were reviewed by Phyllis Catlett and corrections were made and placed in the school's Title IX file. For the 2001 – 2002 school year, the results of the calculations suggest that Substantial Proportionality is an area of compliance, with the girls' percentage of the total enrollment being 46.25% and the girls' percentage of total participation being 44.24%. This has moved Lloyd Memorial High School within the 3% allowance between total enrollment and total participation. At this time Lloyd Memorial High School is in compliance on Opportunities Test 1.

B.) If History and Continuing Practice of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

Comment:

Corrections were made on the 2000 – 2001 forms and placed in the schools Title IX file. For the 2001-2002 school year, the results of the calculations suggest that the History and Continuing Practice of Program Expansion is an area of compliance. In the past five years, Lloyd Memorial High School has added four female teams and 59 female athletes. This number 59, as a percentage of the total number of female participations, is 34.9%. This percentage is above the 25% target for compliance; therefore Lloyd Memorial High School is in compliance on Opportunities Test 2.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

Comment:

It appears that opportunities in the area of student interests are being addressed for students at Lloyd Memorial High School. Through the survey the high school saw the student interest in soccer and volleyball and have brought each program up through the Junior Varsity ranks. At the present time, the boys' sports show seven varsity, four junior varsity and two freshmen. The girls show six varsity sports, five junior varsity and two freshmen. Lloyd Memorial is in compliance on Opportunities Test 3.

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

Comment:

Students at Lloyd Memorial High School have been surveyed to ascertain their interest in athletic activities. In the latest survey students in grades nine, ten and eleven responded to the survey. It is suggested that during the next survey the students in the eighth grade be given the opportunity to participate with the previously mentioned grades in order to gather information for future interests in student activities. The KHSAA Audit Team suggests that the committee look into ways of getting a better return on the surveys and that a portion be added to show student interest in student managers, statisticians and video technicians.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		At the present time, the accommodations of interest and abilities is rated as satisfactory. T-1 and T-2 forms show that the girls are participating and that the school is providing the activities in which the students show interest on the school surveys.
Equipment and Supplies	X		Lloyd Memorial has recently gone through a process of changing the school colors, which has changed every athletic uniform. At the end of the current school year the process of change is to be complete. To help assure that the uniforms stay at a high quality level, it is suggested that the Lloyd Memorial Gender Equity Committee adopt a uniform replacement policy that would include all the boys' and girls' athletic teams. It is further suggested that the Gender Equity Committee develop a policy to inspect and upgrade and/or replace all the athletic equipment used by the male and female athletes at Lloyd Memorial High School. <u><i>No T-5 form was submitted to the KHSAA for the sports of boys' and girls' tennis.</i></u>
Scheduling of Games and Practice Time	X		The "prime time" schedule appears to be in good shape for the 2001-2002 school year and looks good at the time of the audit. Lloyd Memorial and area schools appear to be developing a policy that assures the "prime time" situations will remain equal. <u><i>No T-11 forms were submitted to the KHSAA for the sports of boys' cross-country, girls' cross-country, football, golf, boys' tennis, girls' tennis and volleyball.</i></u>
Travel and Per Diem Allowances	X		Although most meals "seem" to be purchased by the athletes, it is noted that some athletes in some sports are allowed meal money at different times and that part and/or all of those expenses are covered by the school and/or boosters. It is suggested that the Gender

			Equity Committee give consideration to developing a policy to cover "all travel policies" to ensure that male and female athletes in all sports are treated equal in regard to travel expenses and scheduling opportunities. <u>No T-15 forms were submitted to the KHSAA for the sports of girls' basketball, boys' cross-country, girls' cross-country, golf, boys' tennis, girls' tennis and volleyball.</u>
Coaching	X		It is suggested that the Gender Equity Committee give consideration to placing a coaching salary description in the school's Title IX file. A big difference noted in the boys' baseball and girls' softball salaries needs to be addressed by the committee. Continual review should be in place regarding salary schedules and hiring of coaches to ensure that efforts are made to find experienced coaches. Assistant coaches' salary schedules should be continually reviewed and adjustments made to ensure consistency between coaches of male and female sports. The school's Gender Equity Committee needs to look at the possibility of adding a girls' golf. <u>No T-17 forms were submitted to the KHSAA for softball or golf.</u>
Locker Rooms, Practice and Competitive Facilities	X		Male and female athletes in comparable sports are treated equal in regard to locker rooms; however with the plush football accommodations, it could well appear that the girls are not on equal footing. Practice and competitive facilities are equal for boys and girls. No written policy as to how facilities and times are shared on an equal basis is presented for the venues that are shared by boys and girls teams in the same season.
Medical and Training Facilities and Services	X		There appears to be consistent treatment for all male and female athletes. The school's athletic director reports that very few girls use the weight room. This facility appears to be a male oriented room. Weight equipment is not really in place for female athletes (lighter

			weights, universal equipment). The weight room has a heavy football atmosphere. It is suggested that the Gender Equity Committee look into making the weight room more appealing to the female athletes, with particular interest in appearance, atmosphere, equipment and a posted schedule that would show when the female/male weight room was being used and by whom. <u>No T-28 forms were submitted to the KHSAA for the sports of softball, baseball, golf, boys' cross-country or girls' cross-country.</u>
Publicity	X		The Gender Equity Committee needs to have a cheerleading policy in the schools Title IX file. The policy should include how the cheerleaders are selected and how it is determined which activities the cheerleaders will cheer for. The policies should be developed by the Athletic Department to ensure equal treatment regarding program production, schedule card production, and media guide production to ensure that other entities such as booster organizations do not affect compliance. A policy specifying the criteria and qualifications for the placement of banners/pictures in the gymnasium and commons area, and other sporting venues, to ensure that all participants have an equal opportunity for prime time exposure, needs to be developed and placed in the schools Title IX file.
Support Services	X		There appears to be consistent treatment for all male and female athletes. The school should be aware of the pitfalls and problems that can exist with separate and independent booster organizations for each sport. The school should consider entering into contractual relationships with these groups to ensure compliance with school, state and federal law. The school should attempt to require, through policies approved at the school, site base, and Board of Education level, that the booster organizations regularly

			submit complete and audited financial reports to the school so as to include these amounts received and spent by these organizations in any required reporting.
Athletic Scholarships**	X		This area is not applicable to Lloyd Memorial High School.
Tutoring**	X		This area is not applicable to Lloyd Memorial High School.
Housing and Dining Facilities and Services **	X		As this area applies to Lloyd Memorial, it was addressed under Travel and Per-Diem Allowances.
Recruitment of Student Athletes**	X		This does not appear applicable to this school nor are there any indications of disparate treatment.

5. Brief Summary/Analysis of the Corrective Action Plan (T-60)

The Audit Team discussed several items that needed the attention of the Gender Equity Committee in regard to policy development. Already mentioned is the suggested addition of girls' golf. Continued effort should be made to develop a plan to make this sport a reality.

- **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

No deficiencies were found, but some areas may need constant attention in the very near future (locker rooms, weight room and coaching salaries).

7. Facility Recommendations or Concerns

Although it is not deficient at this time, the Gender Equity Committee needs to give some attention to conditions in the weight room to make it more appealing to female athletes.

8. KHSAA Recommended Action

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations

- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time

School shall submit the following additional information:

Several Forms were missing from the 1999 – 2000 original self-audit. On or before **March 15, 2003** the school is requested to submit the following forms to the KHSAA as well as placing them in the school's Title IX file.

- T-5 forms for boys' tennis and girls' tennis.
- T-11 forms for boys' cross-country, girls' cross-country, football, golf, boys' tennis, girls' tennis and volleyball.
- T-15 forms for girls' basketball, boys' cross-country, girls' cross-country, golf, boys' tennis, girls' tennis and volleyball.
- T-17 forms for girls' softball and boys' golf.
- T-28 forms for girls' softball, boys' baseball, boys' golf, boys' cross-country and girls' cross-country.
- Several school policies need to be added to the schools Title IX file.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

**High School Title IX Coordinator: Chad D. Molley, 450 Bartlett Avenue
Erlanger, Kentucky 41018 (859-727-5908)**

**District Level Title IX Coordinator: Kathy Terry, 500 Graves Avenue
Erlanger, Kentucky 41018 (859-727-2009)**

Name	Title	Telephone
Gordon D. Bocoek	KHSAA Audit Team	859-299-5472
Allen W. Jackson	KHSAA Audit Team	859-299-5472
Chad D. Molley	Lloyd Athletic Director	859-727-5908

10. Comments

Because of heavy snow the public forum scheduled for 6:00 PM was postponed until another KHSAA Audit Team comes to Northern Kentucky in the near future.